



Fairness, Inclusion and Respect in construction

Better for everyone

Construction and infrastructure has a **£502 billion** pipeline of work that is essential to the growth of the UK economy.

Our industry is facing an unprecedented skills shortage which means that we won't have the capacity to meet this demand unless we take action.

We recognise the urgent need to retain the valuable experience we have and to attract and recruit from the full pool of UK talent, including those groups who have traditionally been underrepresented in our sector. This diversity of talent makes a positive contribution to our organisations.

We have a common interest in working together, to thinking and acting differently – creating better workplaces that are fairer, inclusive and more respectful so that they are positive places to work, where everyone feels safe and supported, able to achieve their maximum potential and be part of an exciting and rewarding industry.

We are committed to change and improvement. We will use the free Fairness, Inclusion and Respect (FIR) **Toolkit** in our businesses and recommend its use across our supply chains.

Specific Company FIR Commitment (optional)

In signing up to the FIR campaign Forkers Ltd confirm our commitment to making our workplaces fairer, more inclusive and respectful - we know that people work best when they feel supported and appreciated for the strengths they bring to the job, regardless of their background. This forms a key part of our strategy to address the skills shortage which will affect the construction industry in future years. We need people to want to build careers in construction as well as retaining and developing those already working in the sector, we cannot afford for talented people to be put off because they see construction as old fashioned and unwelcoming. We will encourage more diverse recruitment and raise awareness of the importance of addressing diversity and inclusivity to make the construction industry an attractive and rewarding place to work.

Name Peter Watson

Job Title Managing Director

Company Forkers Ltd

Date 18th February 2019

Please tick this box if you would like your specific company FIR commitment to remain confidential

www.fairnessinclusionandrespect.org